



# **Workforce Talent & Skill Demands**

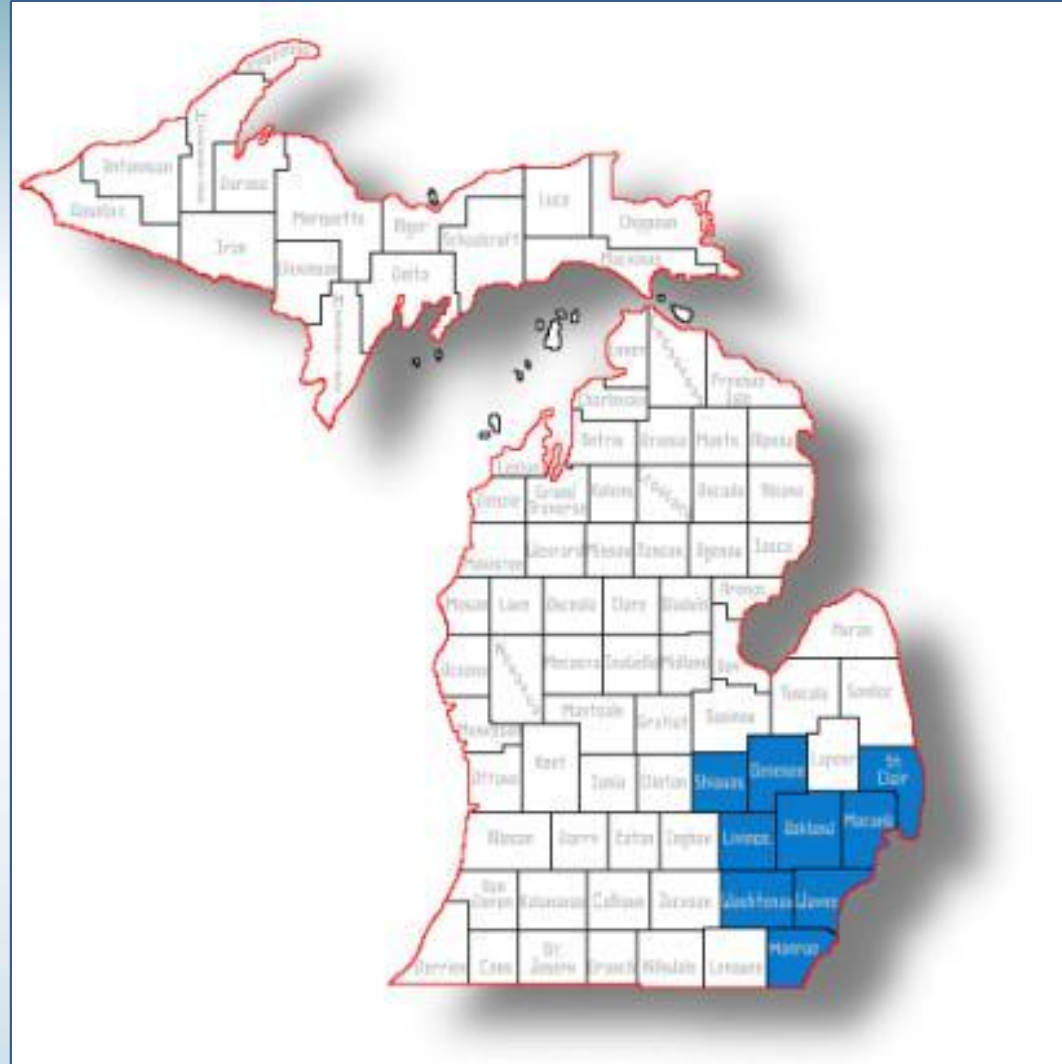
## **Manufacturing Symposium: *Grass Roots Approach***

**Macomb Community College  
August 14, 2012**

A. R. Lecz, Director- Employer Strategies

# About WIN

- 8 (9)- Community Colleges
- 7- Michigan Works! Agencies (MWAs)
- 3-year, \$1.5 M Grant from the New Economy Initiative



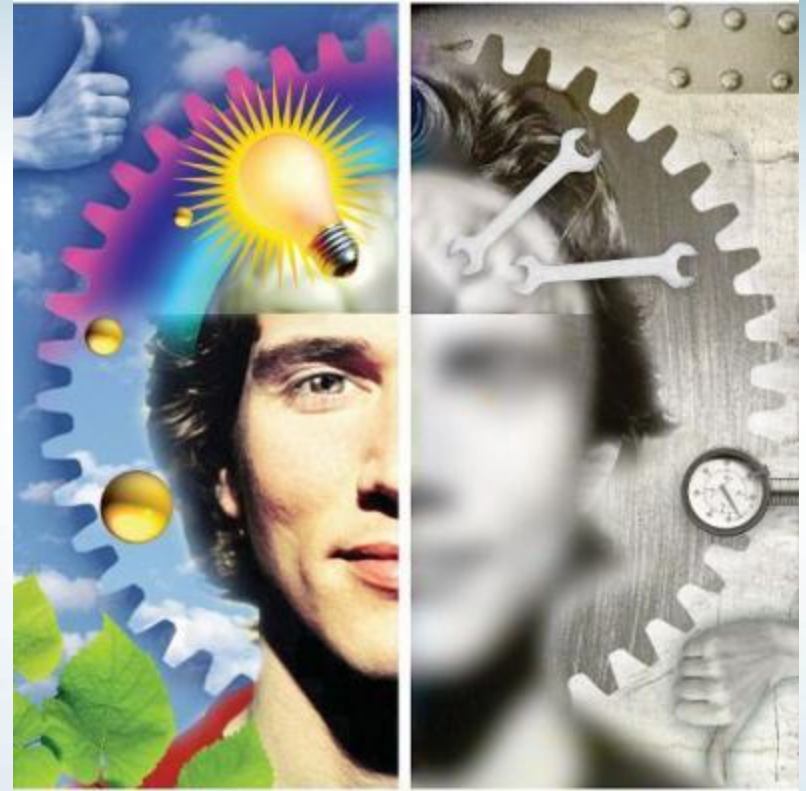
# Mission

To create a comprehensive and cohesive workforce development system in Southeast Michigan that provides employers with the talent they need for success.



# Goals

1. Labor market intelligence to allow for greater regional talent-system effectiveness.
2. Strengthen and sustain an employer-driven talent system.
3. Improve institutional, local, state, and federal talent development policy.

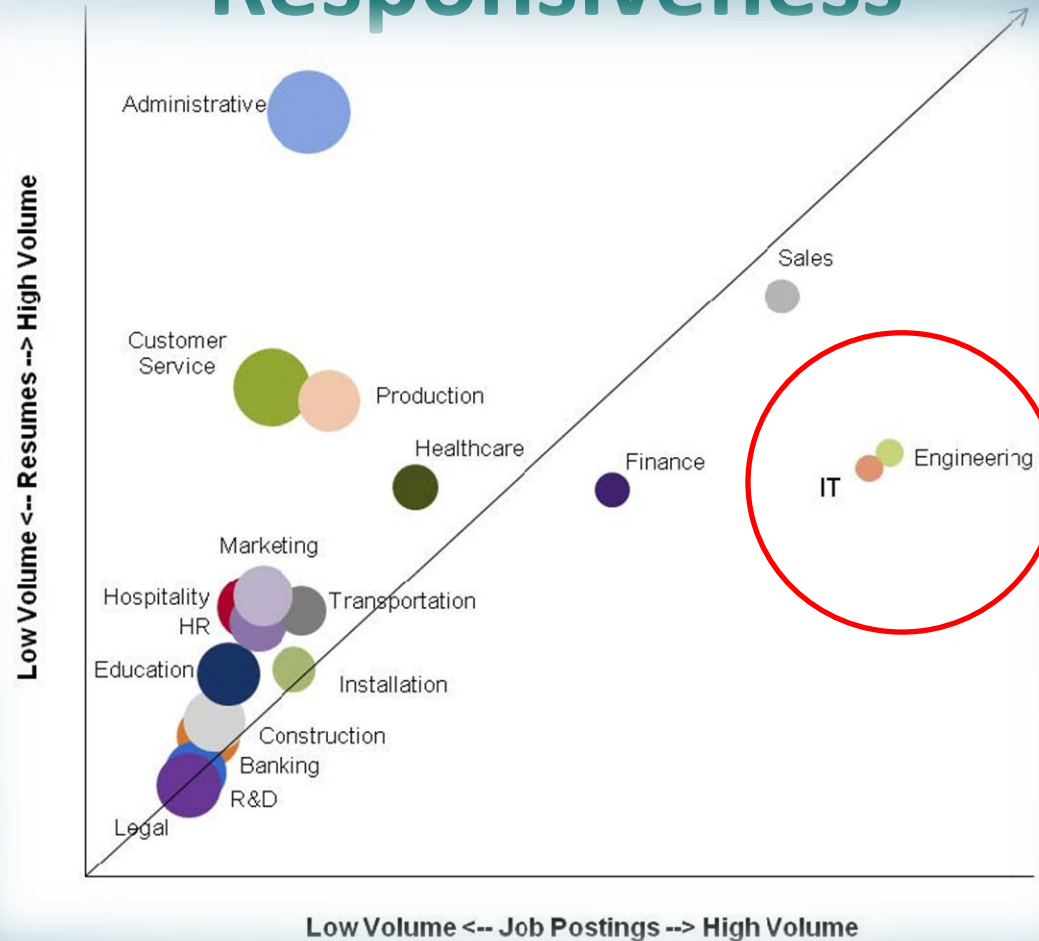


# Nominal Organization

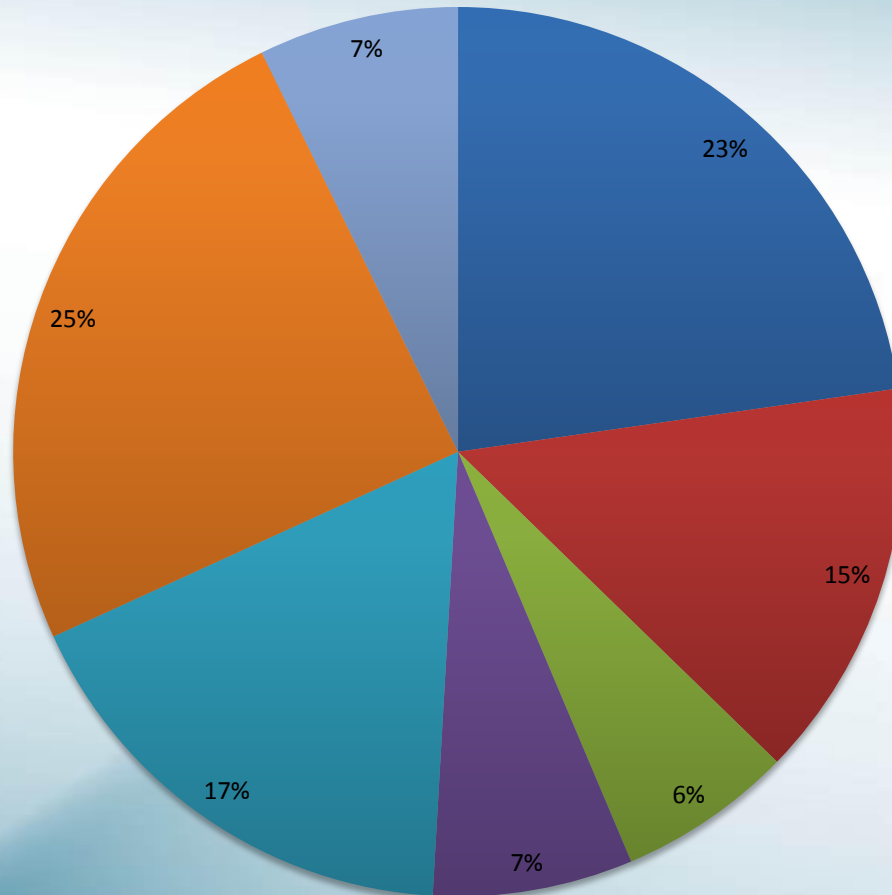
- **Board of Directors-** 7-Michigan Works! Agency Directors and 8-Community Colleges
- **Executive Director-** Lisa Katz
- **Director- Research & Policy,** Rebecca Cohen
- **Director- Employer Strategies,** Al Lecz
- **Talent Partner- MEDC/WIN,** Loris Thomas
- **Talent Partner- MEDC/WIN,** Jonathon Younkman
- **Team Coordinator-** Dorothy Brown



# Employer Strategies and System Responsiveness



# 172 Business Survey Respondents



- Product Design or Development
- Research and Development
- Manufacturing Tooling & Design
- Original Equipment Manufacturer (OEM)
- Tier 1-3 Supplier
- Service Provider
- Staffing Solutions Provider

# Job Position Survey Focus

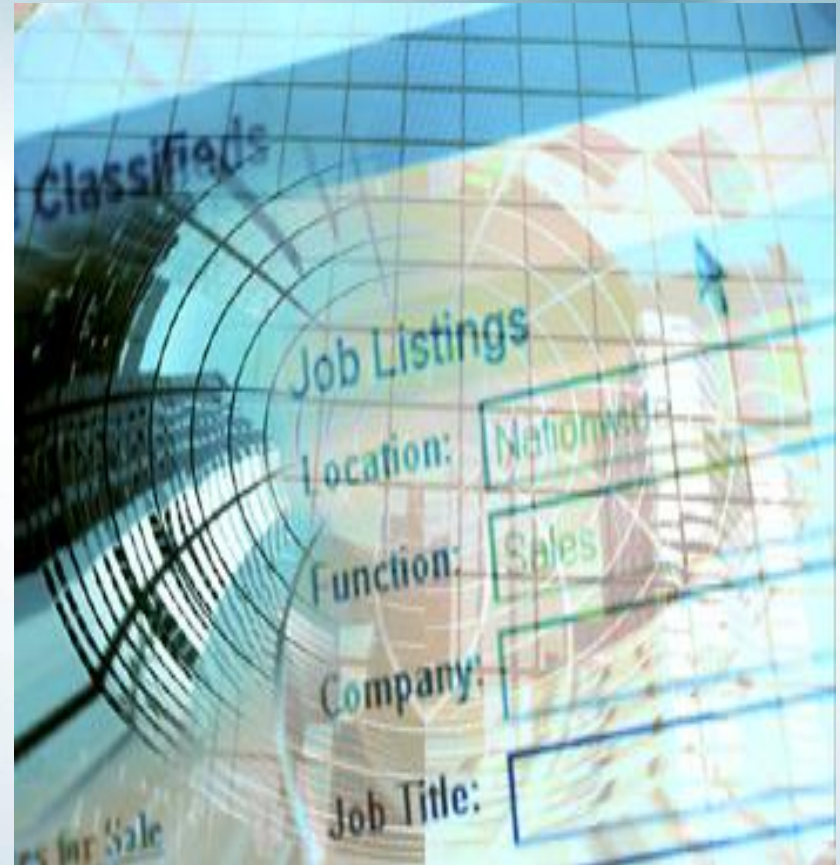
- Engineers
- Technicians
- Designers



# Data Sources

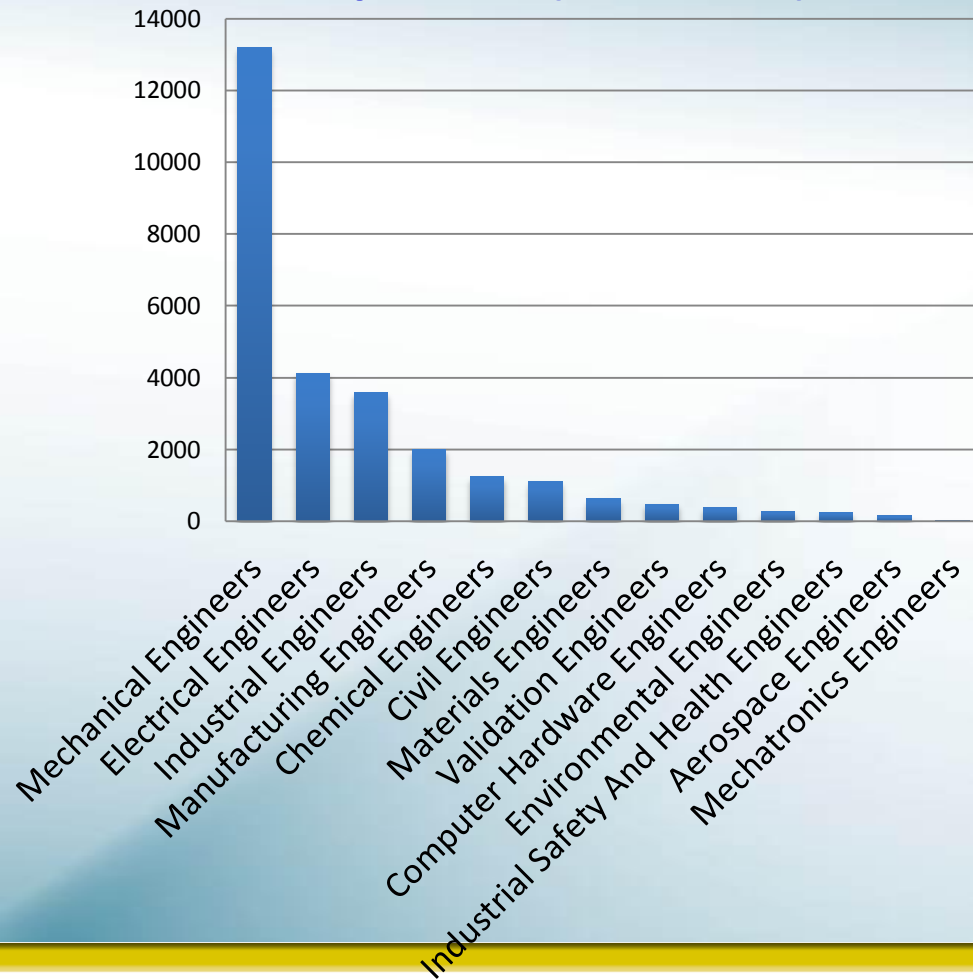
February-April, 2012

- WIN Survey Data



# Engineering Disciplines in Demand

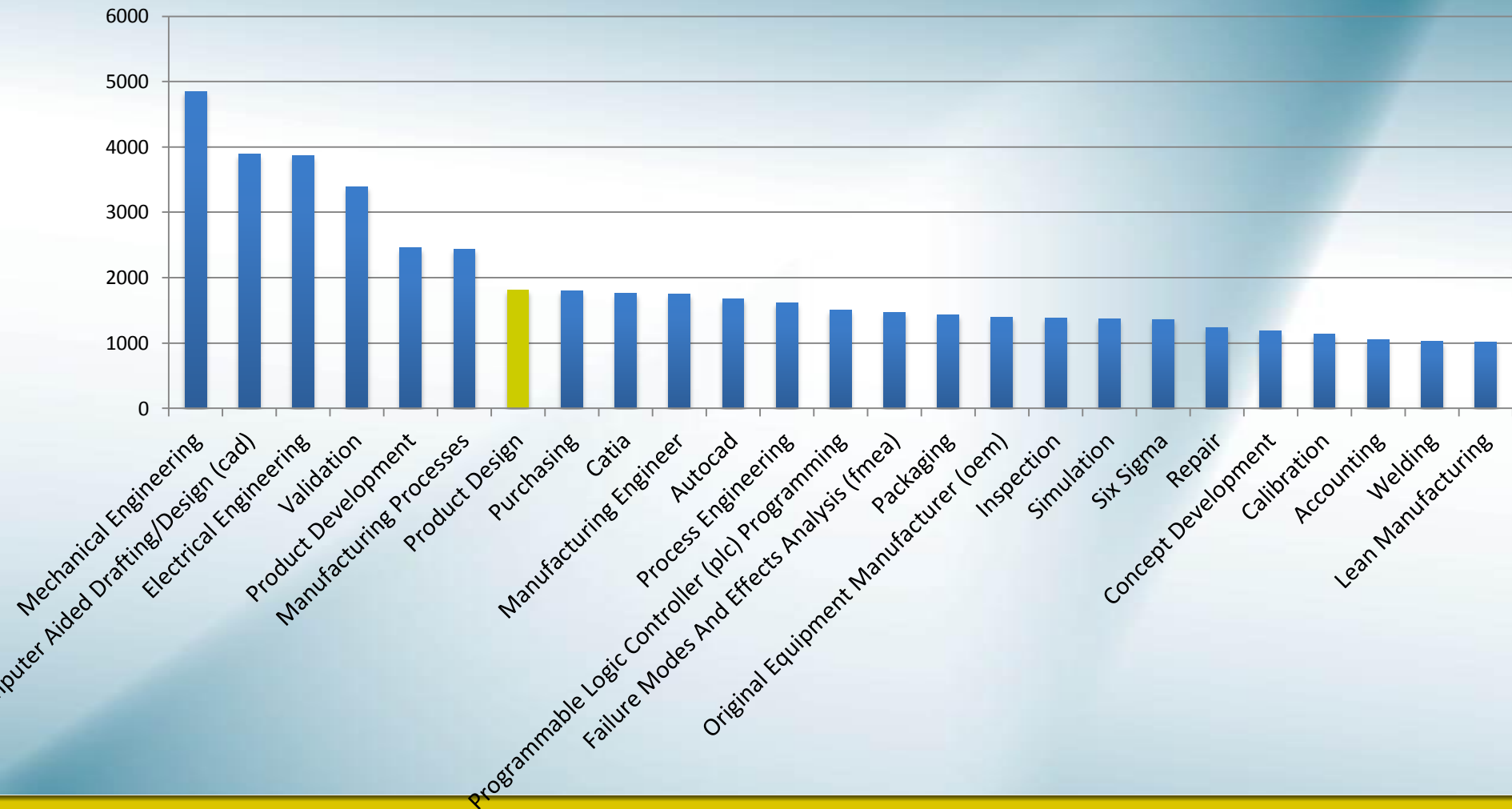
## Online Job Postings: top occupations (3 months)



## WIN Survey Data: disciplines in-demand

- Mechanical Engineers (74%)
- Electrical Engineers (43%)
- Mechatronics Engineers (36%)

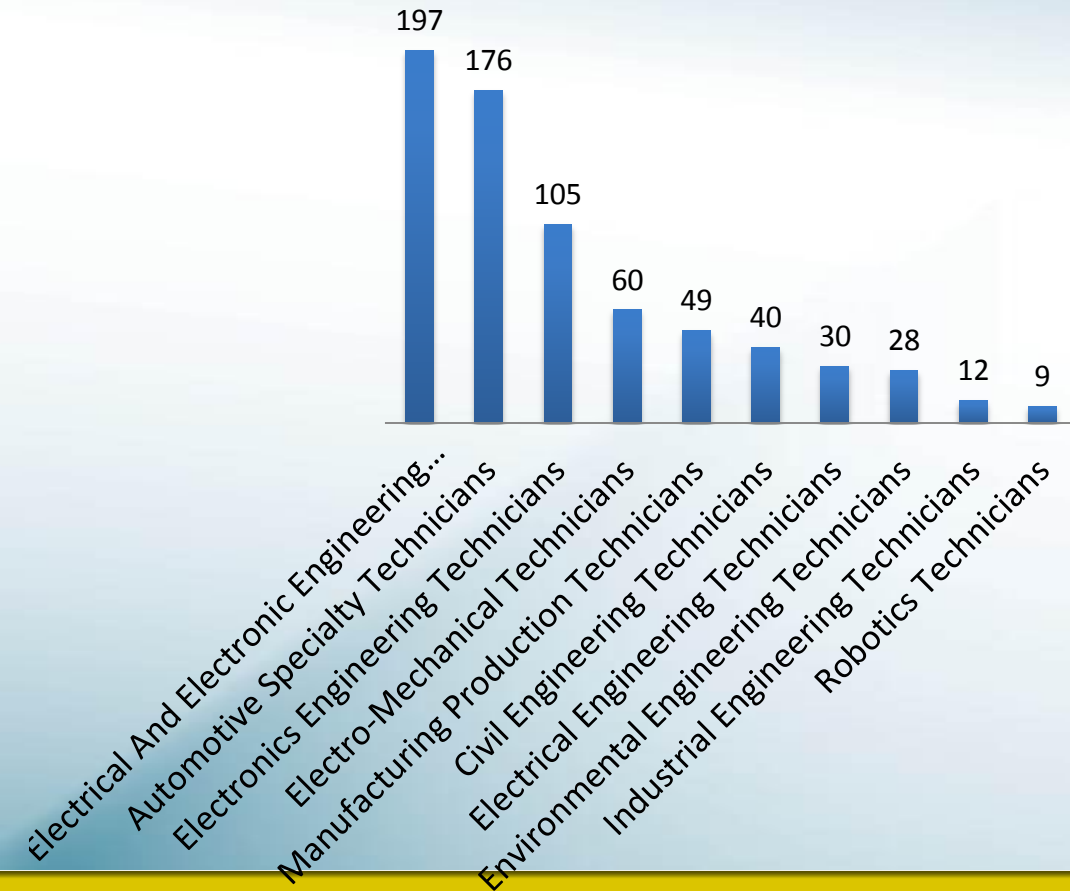
# Engineering Skills in Demand



Engineering skills pulled from Burning Glass.

# Technician Disciplines in Demand

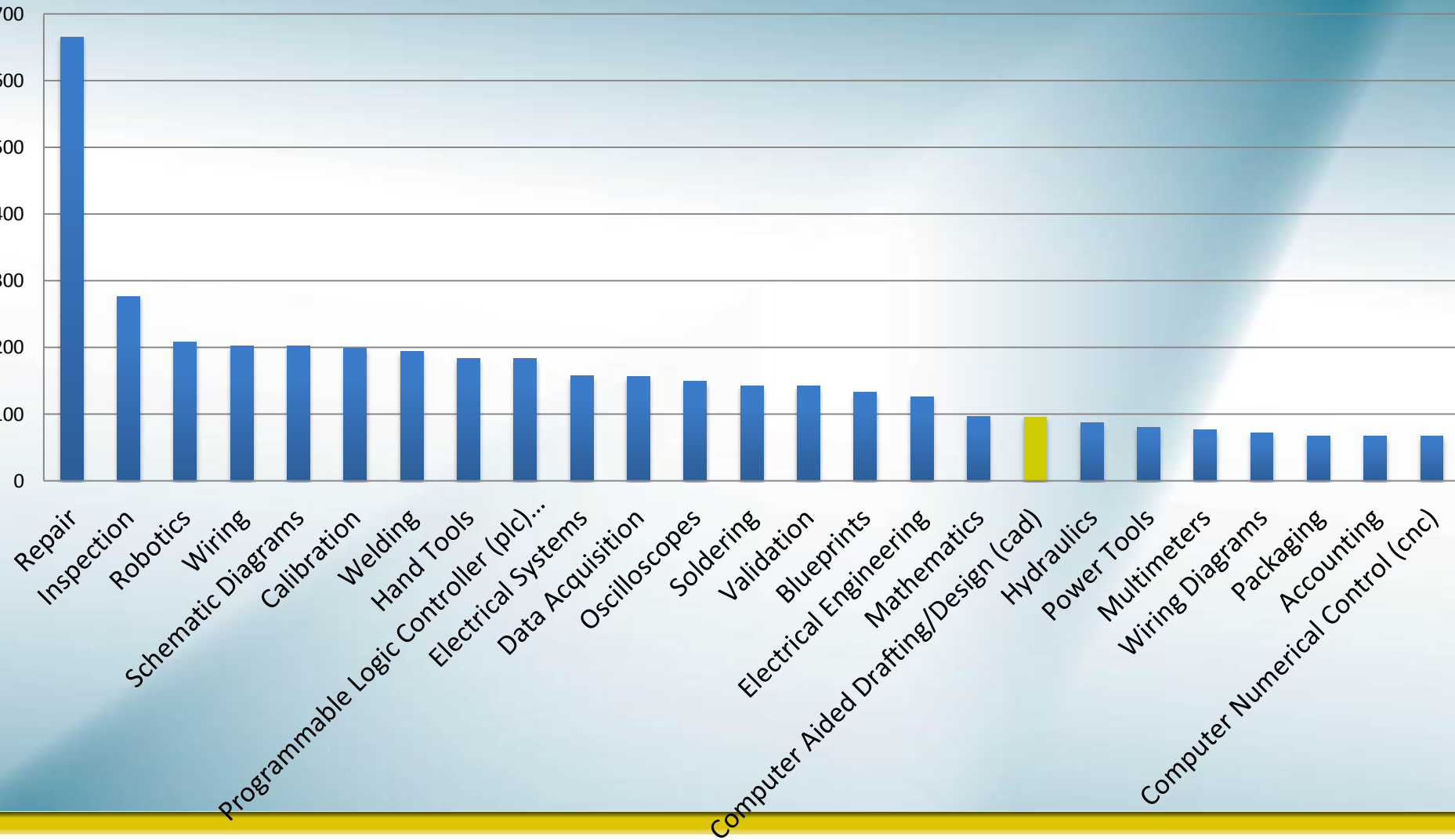
Online Job Postings: top occupations (3 months)



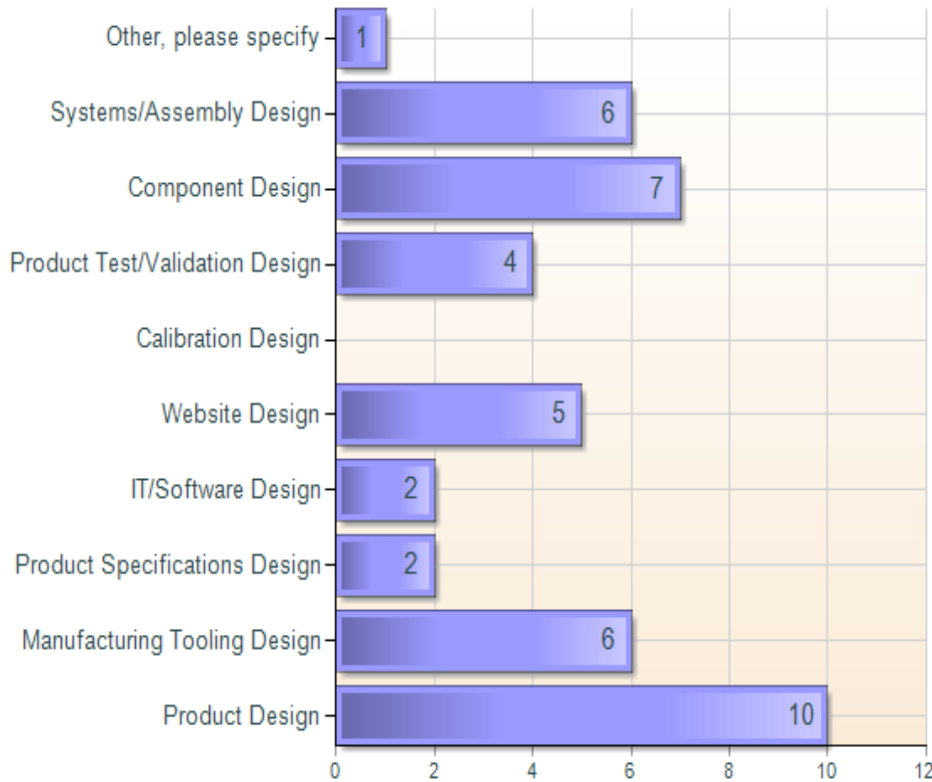
WIN Survey Data: disciplines in-demand

- Electrical/Electronics (44%)
- Automotive (39%)
- Engineering Technicians (39%)

# Technician Skills in Demand



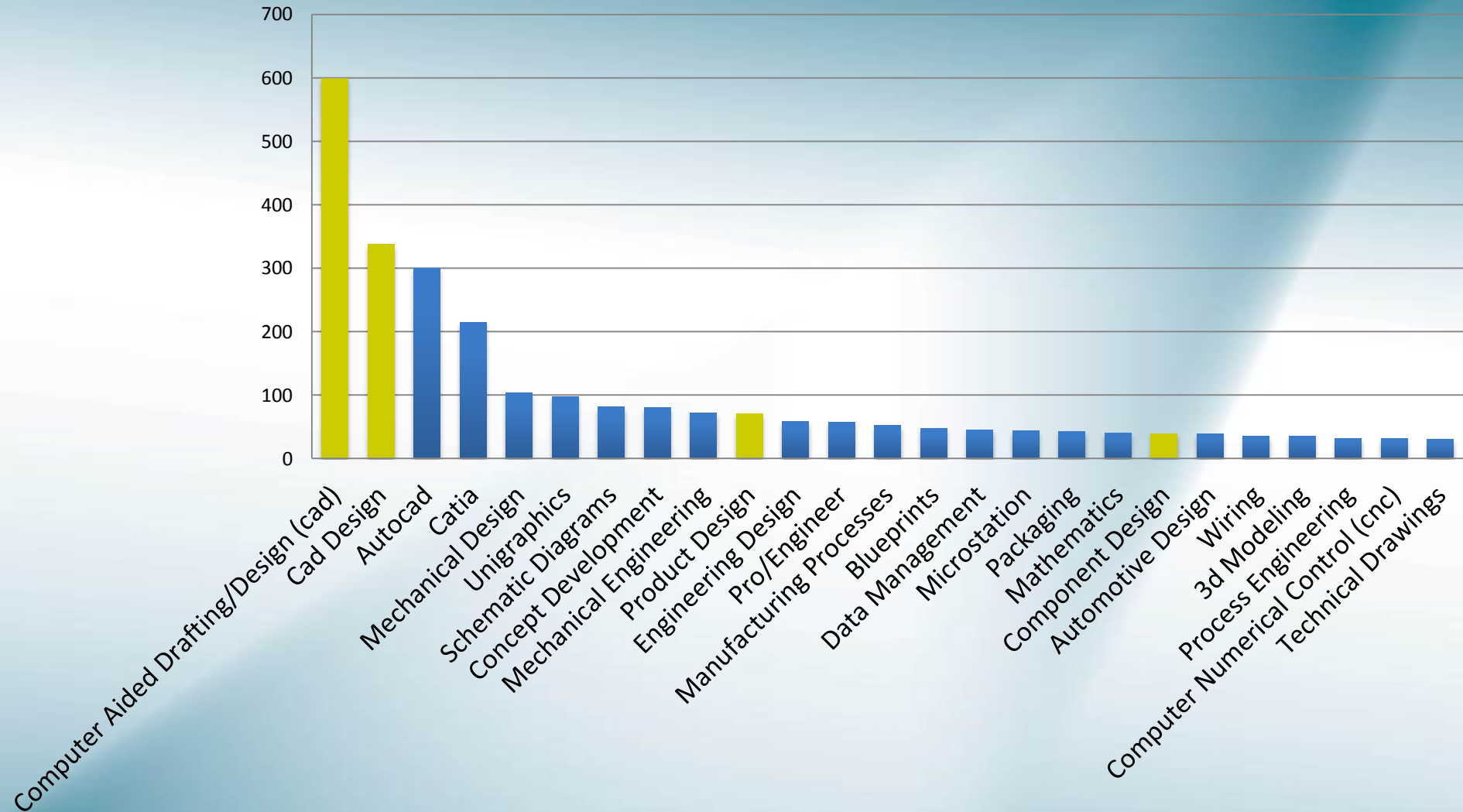
# Designer Disciplines in Demand



- Product and Component Design are the top two disciplines
- Manufacturing (Tool & Die) Design also rates high



# Designer Skills in Demand



Designer skills drawn from Burning Glass technologies.

# Employability “Soft Skills” in Demand

## Important

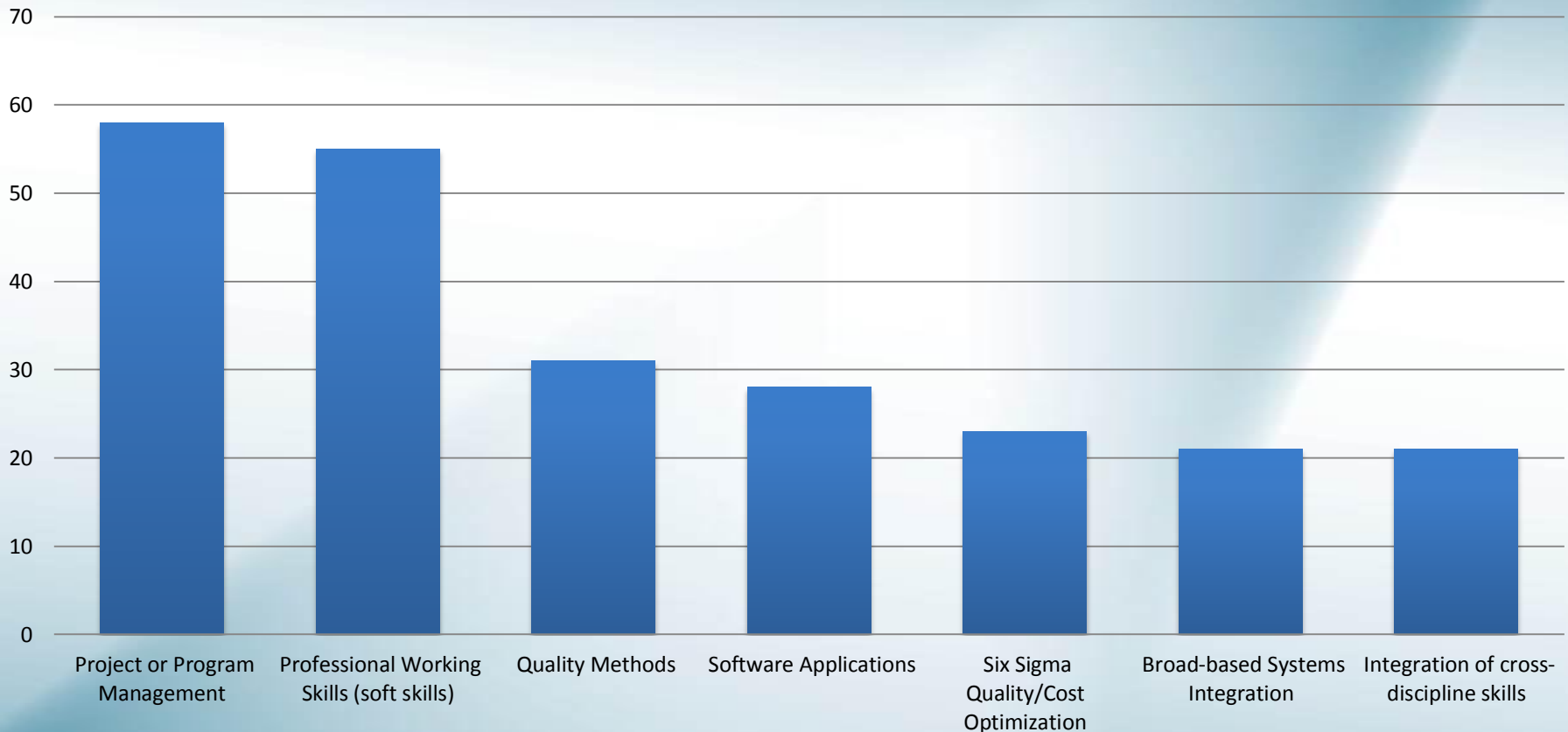
- Self-motivation, proactive behavior (ETD)
- Aptitude for learning (ETD)
- Leadership (E)
- Passion for technology (TD)
- Time management (TD)
- Communication (TD)

## Difficult to Find

- Self-motivated proactive behaviors (ETD)
- Leadership characteristics (ET)
- Communication skills (ETD)
- Time management (D)

# Future Skill Development Priorities

## Future Skill Development Areas

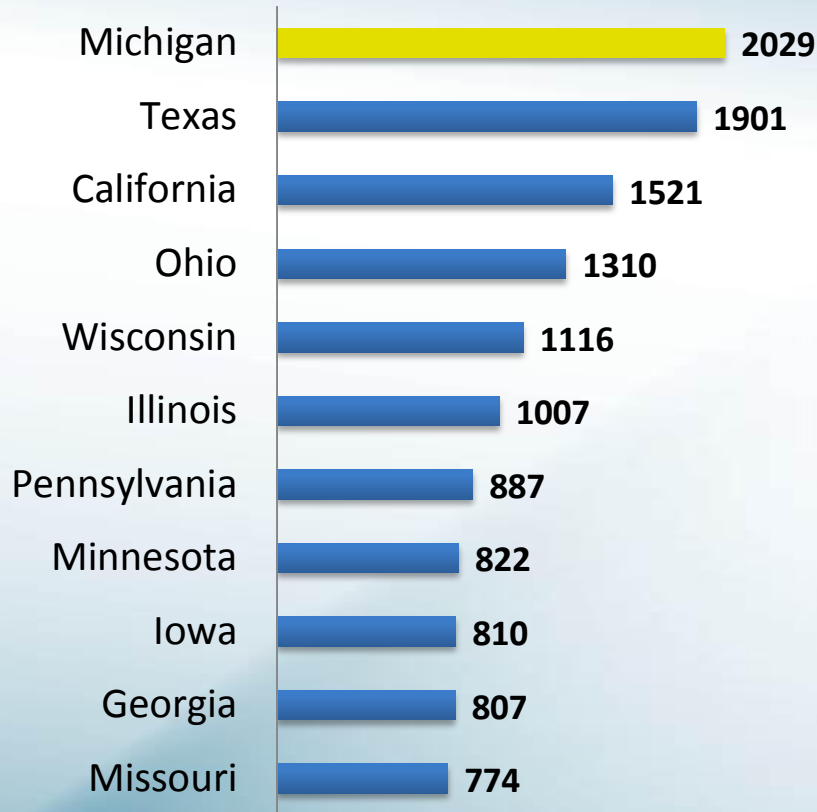


# Other Talent Needs

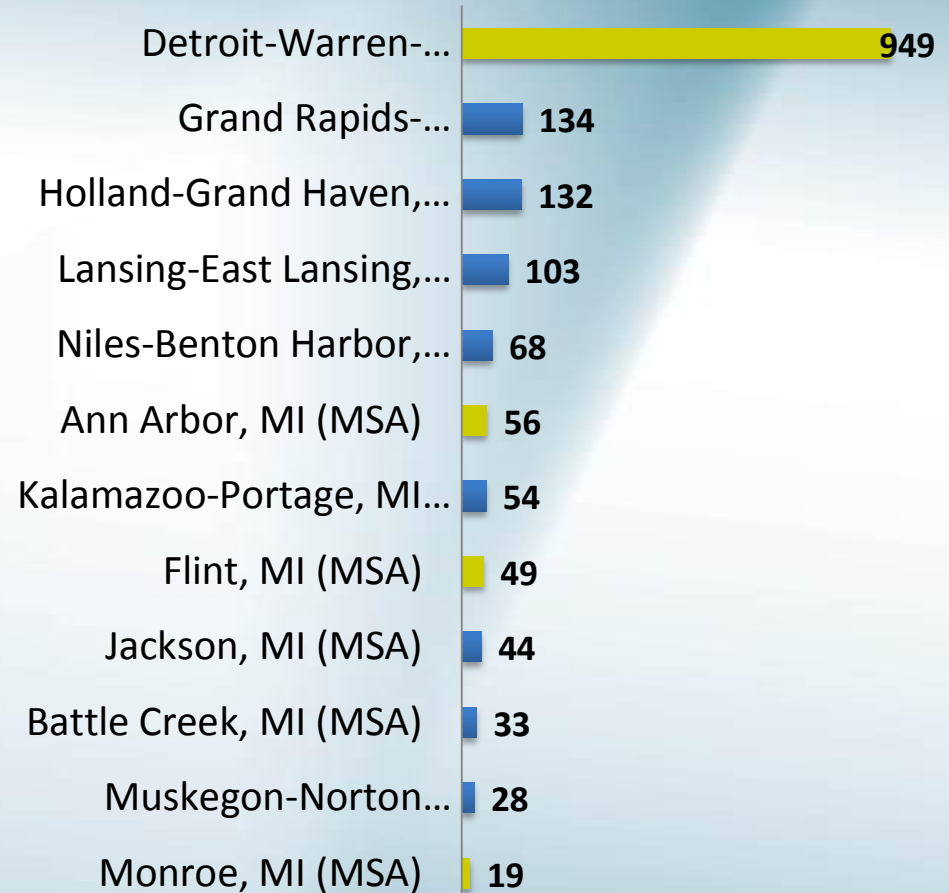
- Accounting
- Administration
- Business Development/Sales
- Legal
- Customer Service
- Certified ADP Green Lead Auditors
- Health Care
- **IT/Database Administrators [Multiple Industries]**
- **Journeyman Utility Line Workers [Energy Industry]**
- **Skilled Trades (welders, machinists, pipefitters, machine tool builders, machine tool electricians, machine operators, etc.) [Adv. Manufacturing]**
- Marketing
- Buyers
- Managers

# Job Openings for Skilled Trades (Feb 9-May 9, 2012)

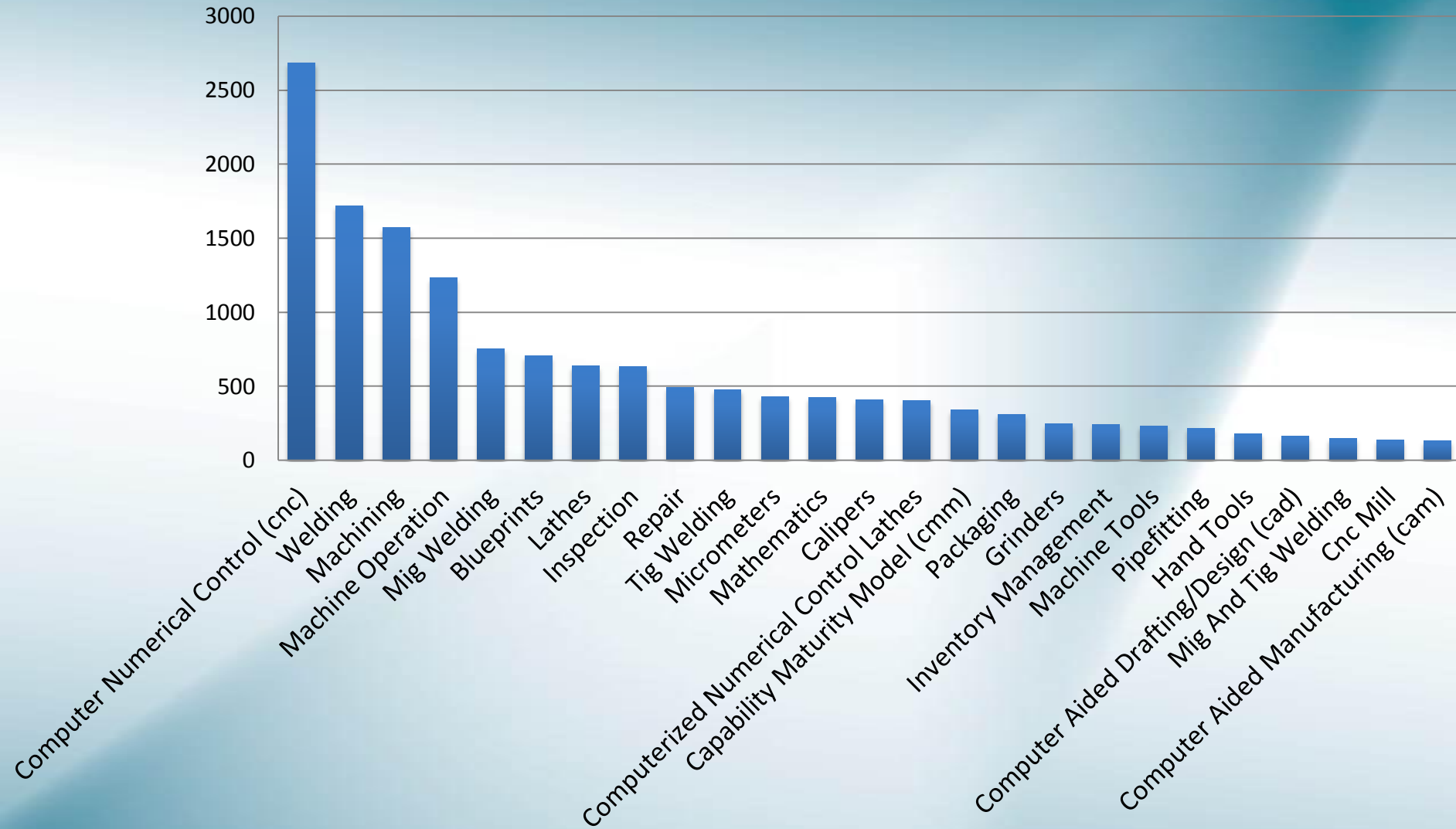
## Job Openings by State



## Job Openings by Michigan MSA



# Competencies Needed for Skilled Trades



Data source: Burning Glass Technologies



# Southeast Michigan Community College Programs Available

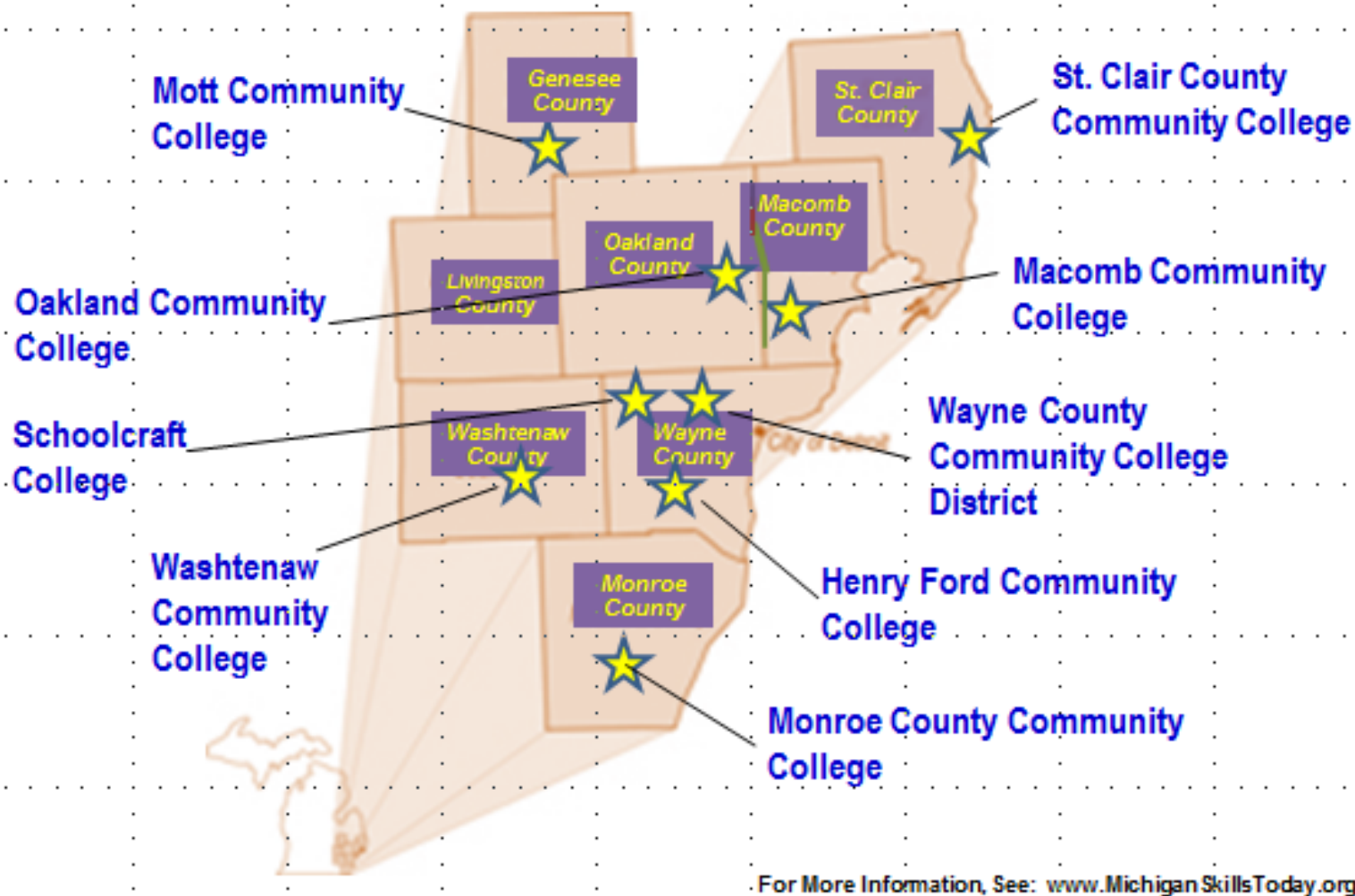
- Nine Community Colleges located throughout SE MI
- An array of technology skill programs and courses available at each College
- Individual Skill Certificates
- College Certificates by program, credit or non-credit
- Complete Associate Degree credit programs
- Articulation agreements with Universities
- See the College Website Catalog of your choice

➤ [www.MichiganSkillsToday.org](http://www.MichiganSkillsToday.org)

# SMC3 Colleges



# College Locations



# Data Research and Presentation Courtesy of

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